

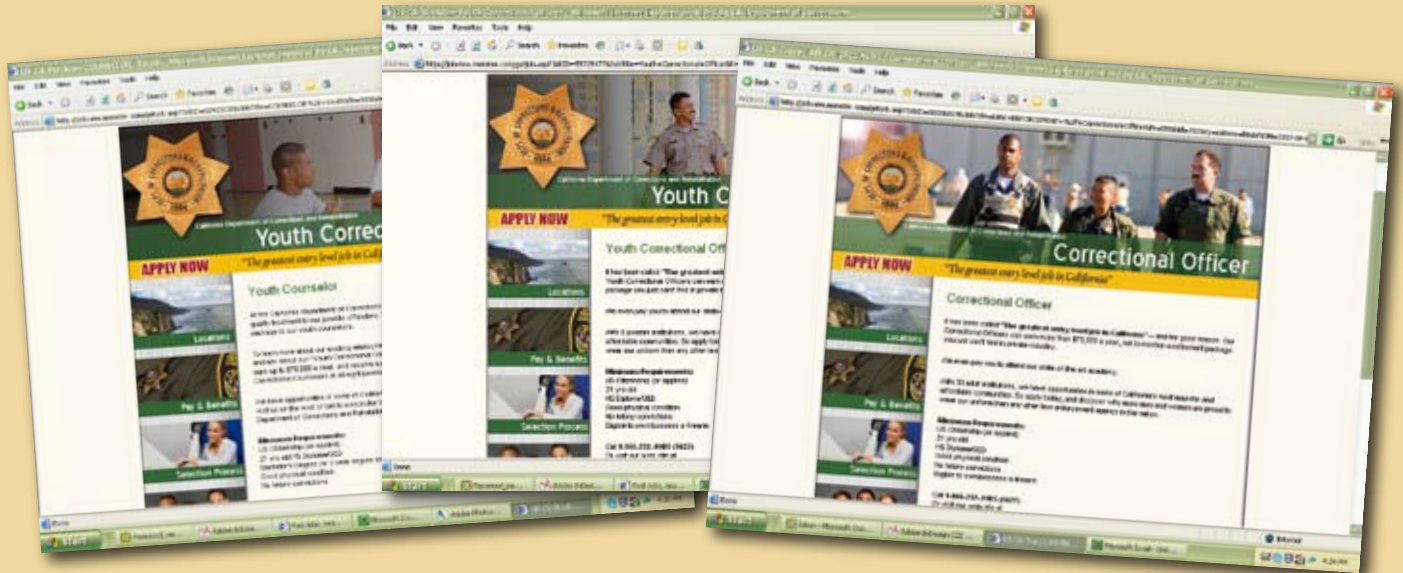


MAY - JUNE 2007

THE RECRUITER

Dedicated to the California Department of Corrections and Rehabilitation's Recruitment Efforts.

OFFICE OF PEACE OFFICER SELECTION



BRANDED JOB POSTINGS SETS CDCR APART

To stand head and shoulders above other law enforcement agencies, the Peace Officer Recruitment Unit (PORU) developed distinct "branding" for the Department's peace officer job postings. Since January 2007, these job postings have been viewed more than 50,000 times a month on Monster.com, CareerBuilder.com and Yahoo!HotJobs.com. To view our new job postings, simply visit any of these sites, and search under "law enforcement" in a community near you.

WORKSHOPS HELP FILL VACANCIES AT HARD-TO-FILL INSTITUTIONS

Beginning January 2007, PORU partnered with their statewide testing officers to conduct 13 off-site workshops in California, Arizona and Nevada to help expedite the hiring of peace officers at hard-to-fill institutions. Twenty-three additional workshops are scheduled from May 2007 through June 2008. Here is the schedule for workshops through August 2007:

Upcoming Recruitment Workshops and Testing

Event and Location	Date
Ventura Youth Correctional Facility (Phase II)	June 7, 8
Correctional Training Facility (Phase I)	June 13
Salinas Valley State Prison (Phase II)	June 27
RJ Donovan Correctional Facility (Phase I)	July 18
RJ Donovan Correctional Facility (Phase II)	August 1
California Correctional Institution (Phase I)	August 22

Phase I: Presentation, tour of an institution (when on-site), application process, written test, written POPE.
Phase II: PAT, PHS prescreen, finger printing.

The RECRUITER newsletter is published by the Office of Peace Officer Selection and the Office of Workforce Planning.

The RECRUITER newsletter is distributed electronically every two months to CDCR employees to keep staff informed of hiring needs and initiatives.

Tom Gjerde, Editor

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RECRUITMENT INFORMATION

NON-PEACE OFFICER CAREERS

ONLINE:
www.cdcr.ca.gov/careers

TOLL-FREE
(888) 232-4584

EMAIL:
careers@cdcr.ca.gov

PEACE OFFICER CAREERS

ONLINE:
www.cdcr.ca.gov/jobs

TOLL-FREE
(866) 232-JOBS

EMAIL:
recruit@cdcr.ca.gov

SUCCESSION MANAGEMENT AND WORKFORCE PLANNING

Submitted by Human Resources

If you haven't heard, succession management and workforce planning are the latest buzz terms being heard around the state and the nation. What is it? What does it mean? And, more importantly, what does it mean to you as a CDCR employee?

The CDCR anticipates a significant increase in statewide vacancy rates due to upcoming retirements of its "baby boomers" (those born between the years of 1945 through 1964). As a result, the Department needs to develop a plan to ensure we have a process in place to recruit and hire staff as well as training plans to develop CDCR staff to take on leadership roles.

The CDCR's Human Resources, Office of Workforce Planning (OWP) is responsible for implementing a succession management and workforce planning approach that will identify needs, hiring priorities and assist the field in developing action plans to fill future vacancies. This plan will become the blueprint for how our department ensures vacancies are filled and staff is properly trained.

In March 2007, the OWP initiated a pilot for Phase I of the Succession Management Plan (which focuses on Executive Leaders, Managers and Supervisors). The OWP presented Phase I plans at the Warden's Meeting on March 7th in Cambria and at the Superintendent's meeting on March 21. As a result of the meetings, the following groups volunteered to be part of the pilot program: DAI (Pelican Bay, Centinella, Chuckawalla and Valley State Prison for Women) and DJJ (Preston).

Phase I implementation is scheduled for completion in December 2007. Phase II focuses on all represented classifications. In an effort to move forward with Phase I implementation, OWP staff will schedule meetings with key program managers on a statewide basis. During these focused conversations, one of the goals will be to assess the current workforce in relation to future workforce needs. The result of these conversations will lead to detailed action plans for the affected functional areas at each specific institution, facility and headquarters operation.

The OWP wishes to recognize and thank the Wardens and Superintendents for volunteering their sites to be part of this extremely crucial pilot program. Information regarding succession management and workforce planning can be obtained by contacting Tara Naisbitt, Chief, Office of Workforce Planning at (916) 341-7009 or via e-mail Tara.Naisbitt@cdcr.ca.gov.

Upcoming Career Fairs and Hiring Workshops

Event and Location	Date
Solano/CMF LVN Hiring Workshop, Vacaville	May 10
CA.Coalition on Sexual Offending, La Jolla	May 9-11
California Correctional Center Hiring Workshop, Susanville	May 2007
Mule Creek & Preston YCC Hiring Workshop, Ione	May 17
American Psychiatric Association, San Diego	May 19-24
Wasco State Prison Hiring Workshop, Wasco	May 24
LA County Women's & Children's Hospital Dept., LA	June 5
Academy of General Dentistry, Annual Meeting, San Diego	June 28-30

The Office of Workforce Planning continues to seek innovative ways of achieving CDCR's goal of decreasing the number of vacant positions within the institutions and facilities statewide. If you have questions about recruitment, please call one of CDCR's recruiters at 888-232-4584.